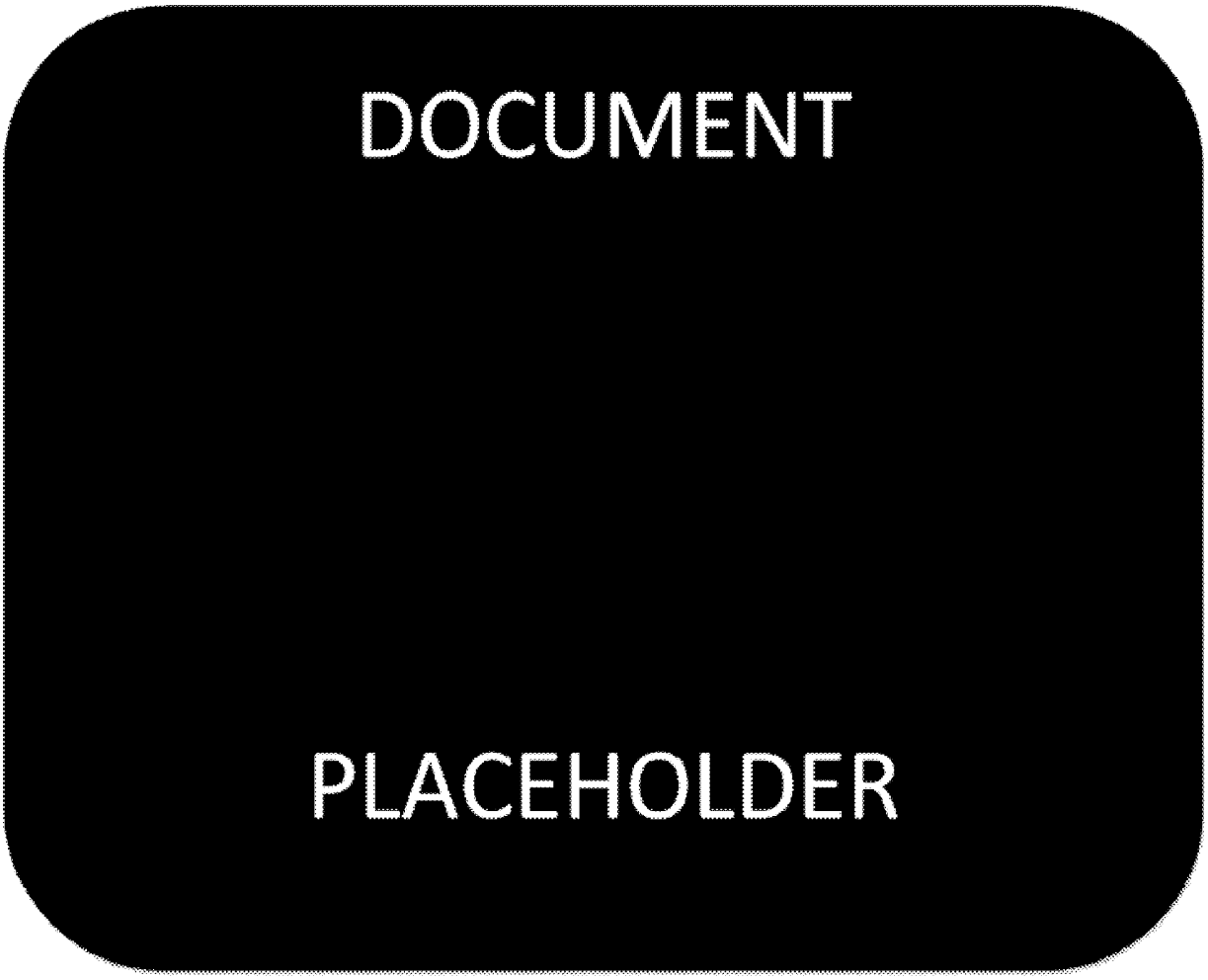
EXHIBIT 29



This Document was Produced in Native Format

Pay Decisions 2004

Communications Session for Senior Leaders (Level 2&3 Managers)

"Differentiating Performance for Results...
Differentiating Pay Decisions for Performance"

Jim Grenier

Pay Decisions 2004 - Agenda

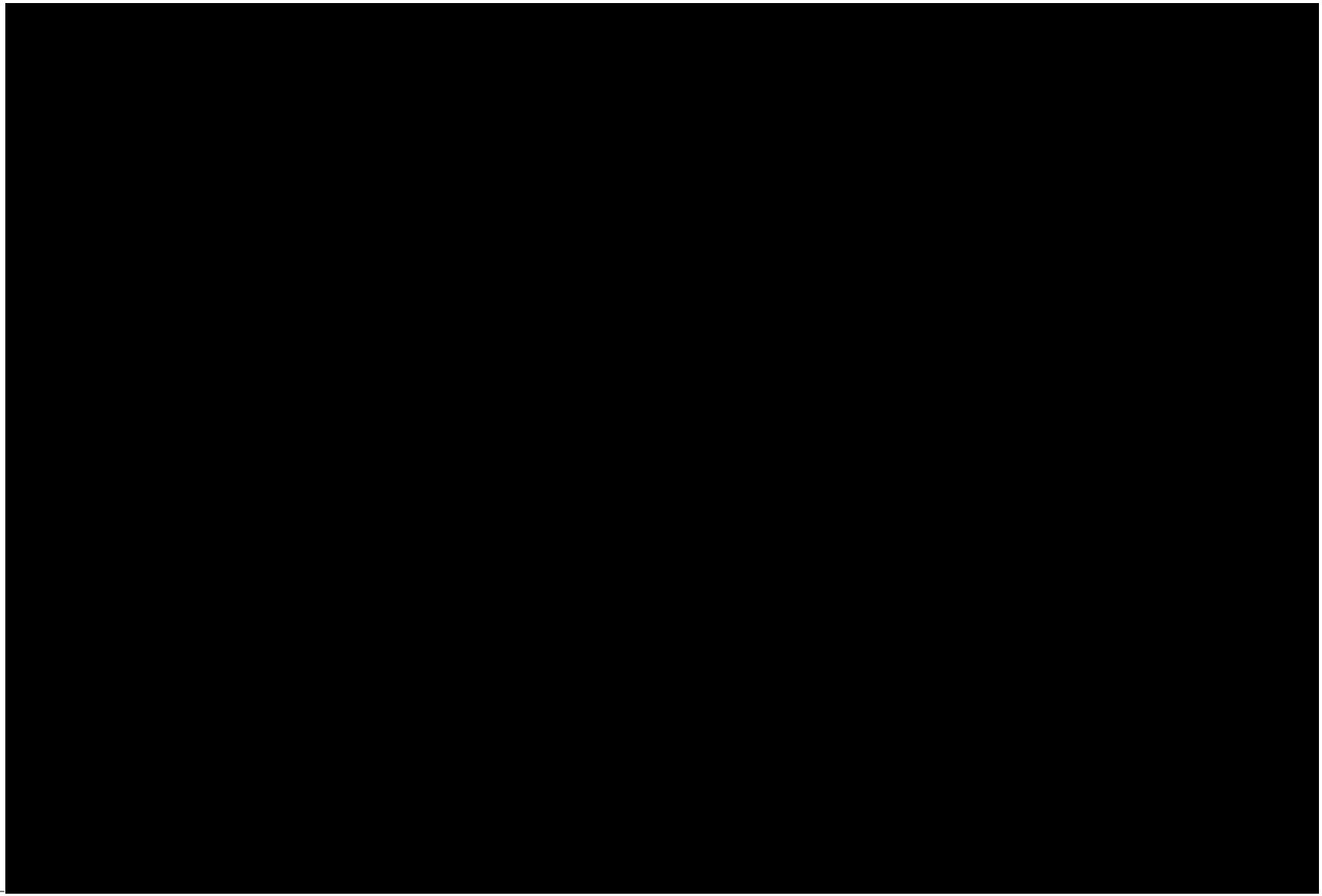
- **An "Executive Summary"…Highlights**
- **The Framework & Context**
  - Performance Evaluation
  - Retention
  - A Calibration Tool
  - Tips for Gaining Approval
  - Guidelines
- **The Pay Decision Tool (PDT)**
- **Stock Options Focal Review & Tool**

Headlines

- Calendar
- Compensation Budgets vs. Market
- Other Comp Plans ~ FY04-FY05 Actions
- Stock Options Update

Focal Pay Decisions and Options Timeline

FY'05 Budget and the Market



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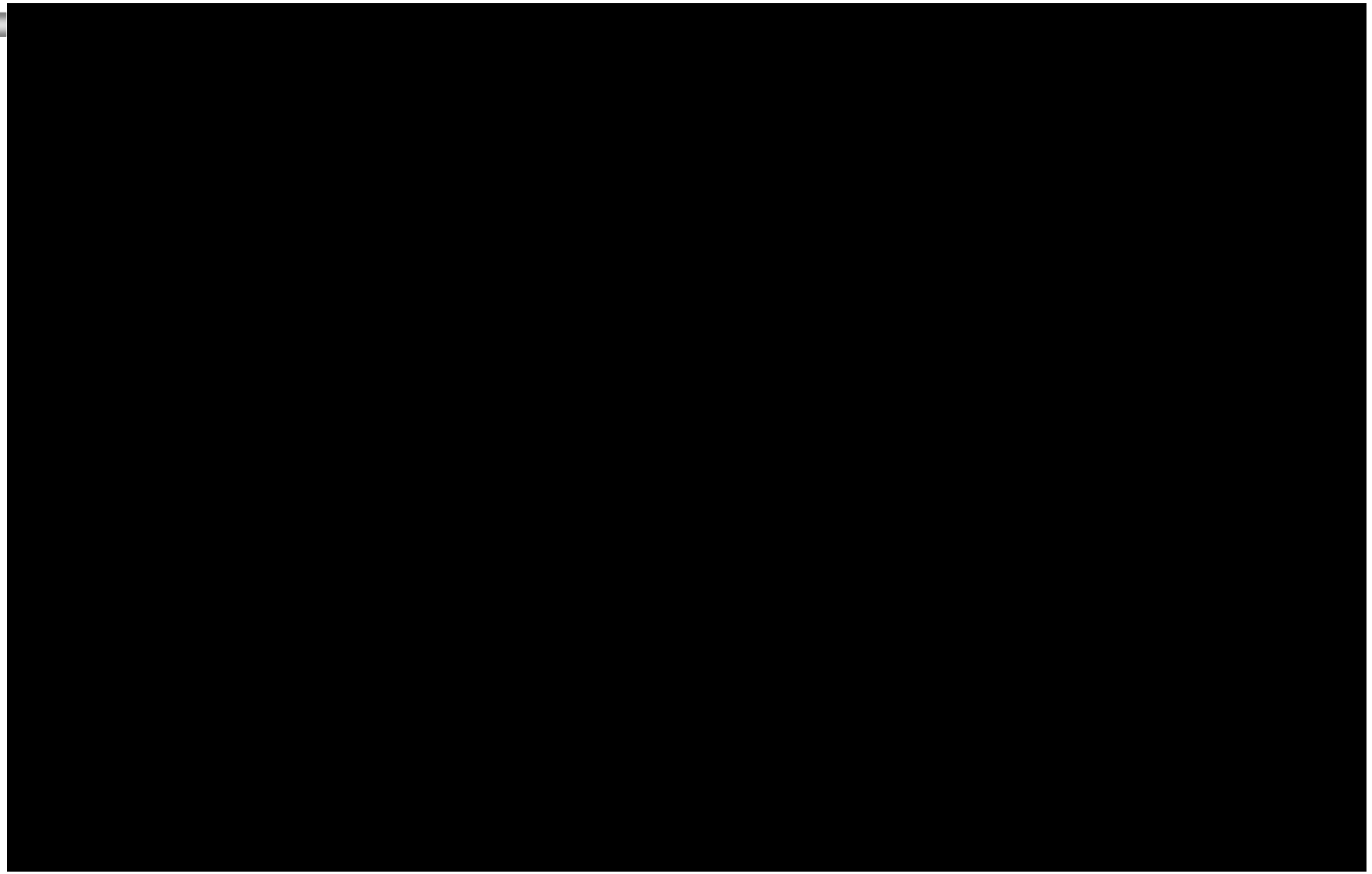
Budget Recommendations are Based On...



Other Actions ~ Compensation Plans

Stock Options Update

[redacted]

Your Action Items…

The Performance Management Cycle...

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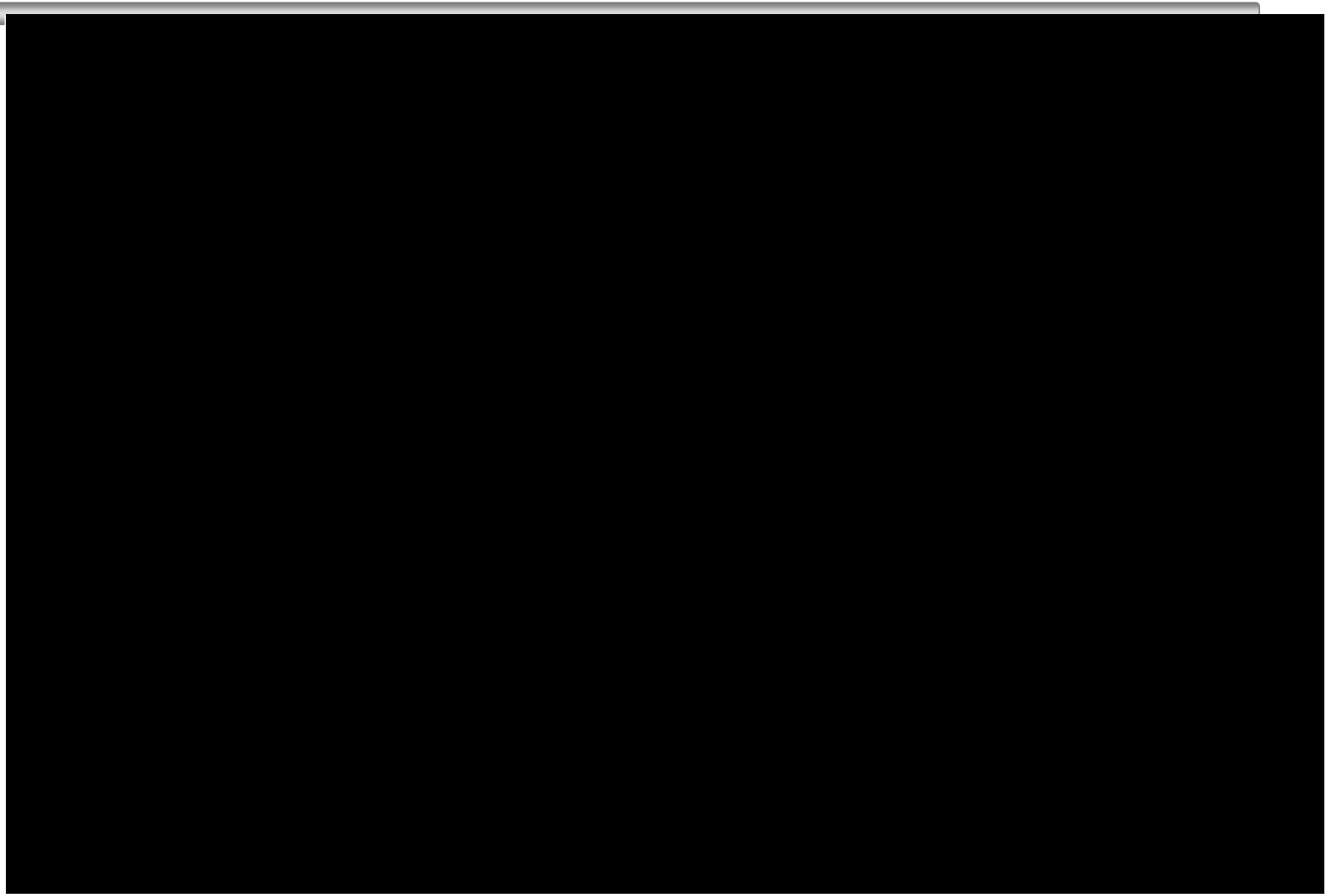
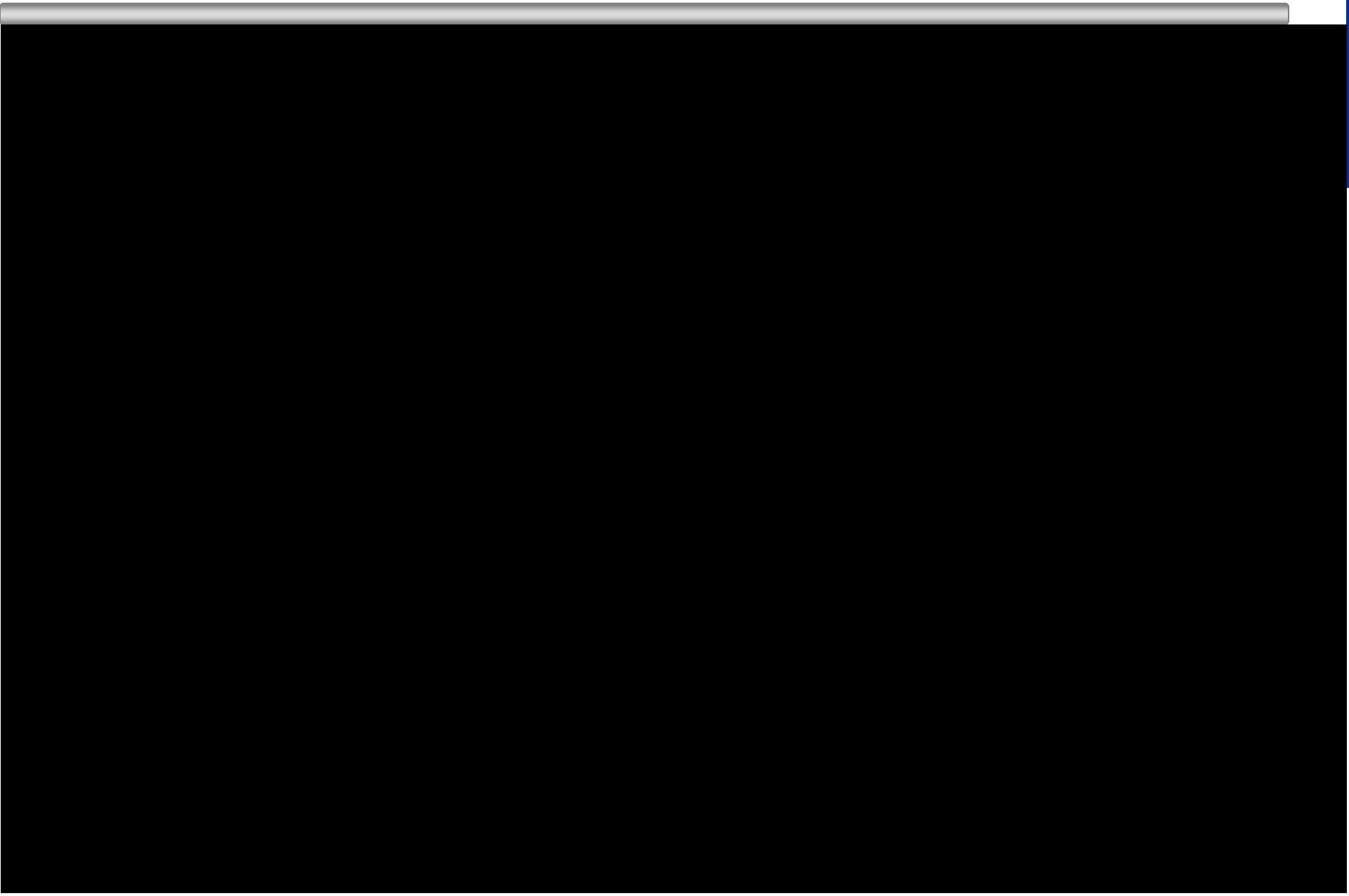


Focal Review – The Framework and Context

- **Making Pay Decisions: 6 Steps**
- **Performance & Retention**
- **A Calibration Tool**
- **Tips for Gaining Approval**
- **Guidelines: Base Pay & IPI**

6 Steps in Making an Effective Pay Decision



Performance Rating

Input: Performance Rating http://home.intuit.com/hr/pm

Performance Management: Upcoming Events

[redacted]

- **For Managers**:
  - "*Nuts and Bolts of Writing Performance Evaluations*"
    - Download this TPOV from web and share it with your teams.
  - "*Leading Performance Evaluation Discussions*"
    - Bring your most challenging evaluation to this 4 hour training.

- **For Employees**
  - *What's In It For You*"
    - WebEx and classroom, reviews PM cycle and employee roles during evaluation discussion.

[redacted]: **Finalize Performance Evaluations**

Assess and Calibrate Across Organization

How Do I Think About "Retention?"

Segment the population by "similar" positions…hourly vs salaried vs…

[redacted]

[redacted]

A Ranking Tool to Help with Rationale and Clarity

6 Steps in Making an Effective Pay Decision

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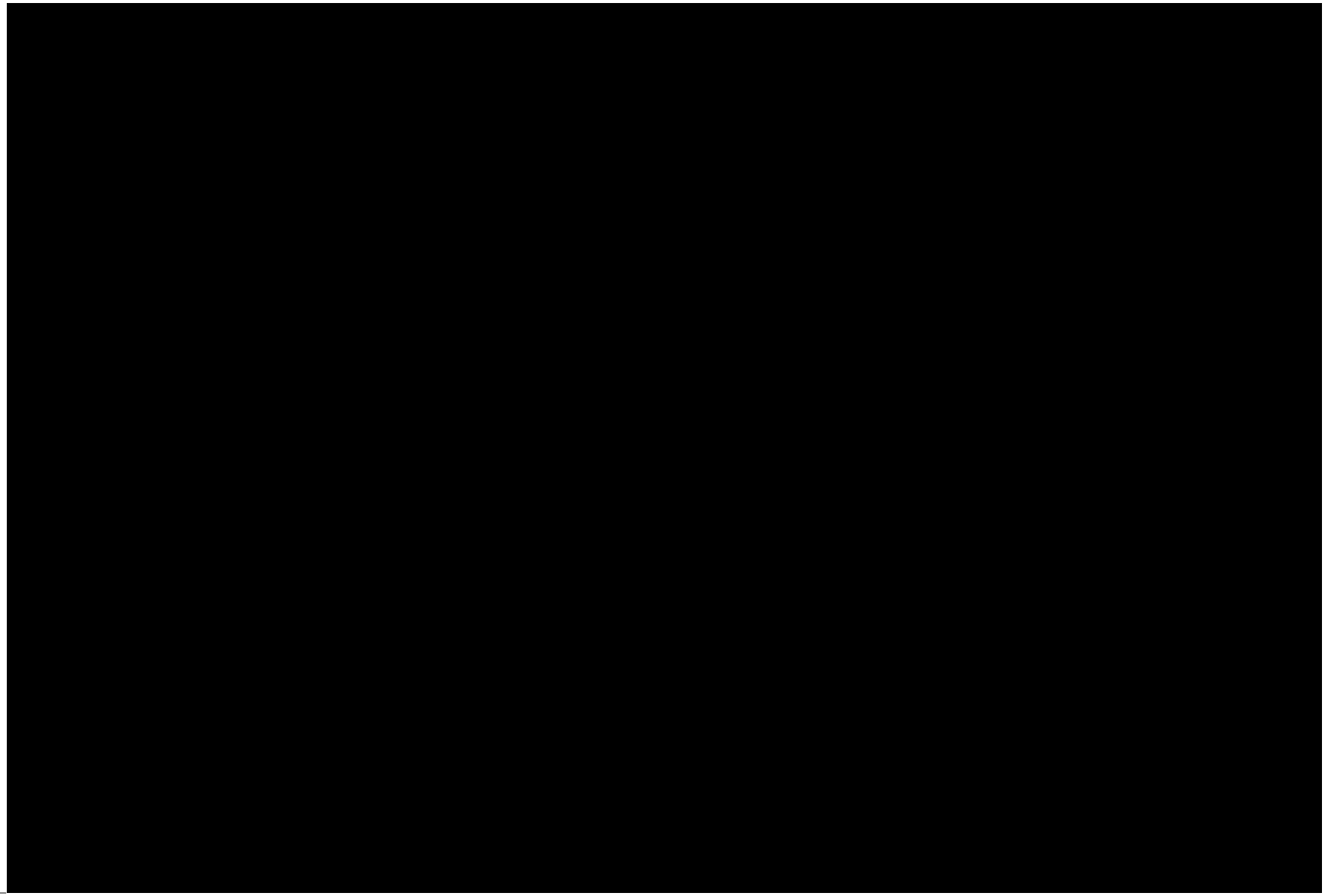
Pay Decision Guidelines

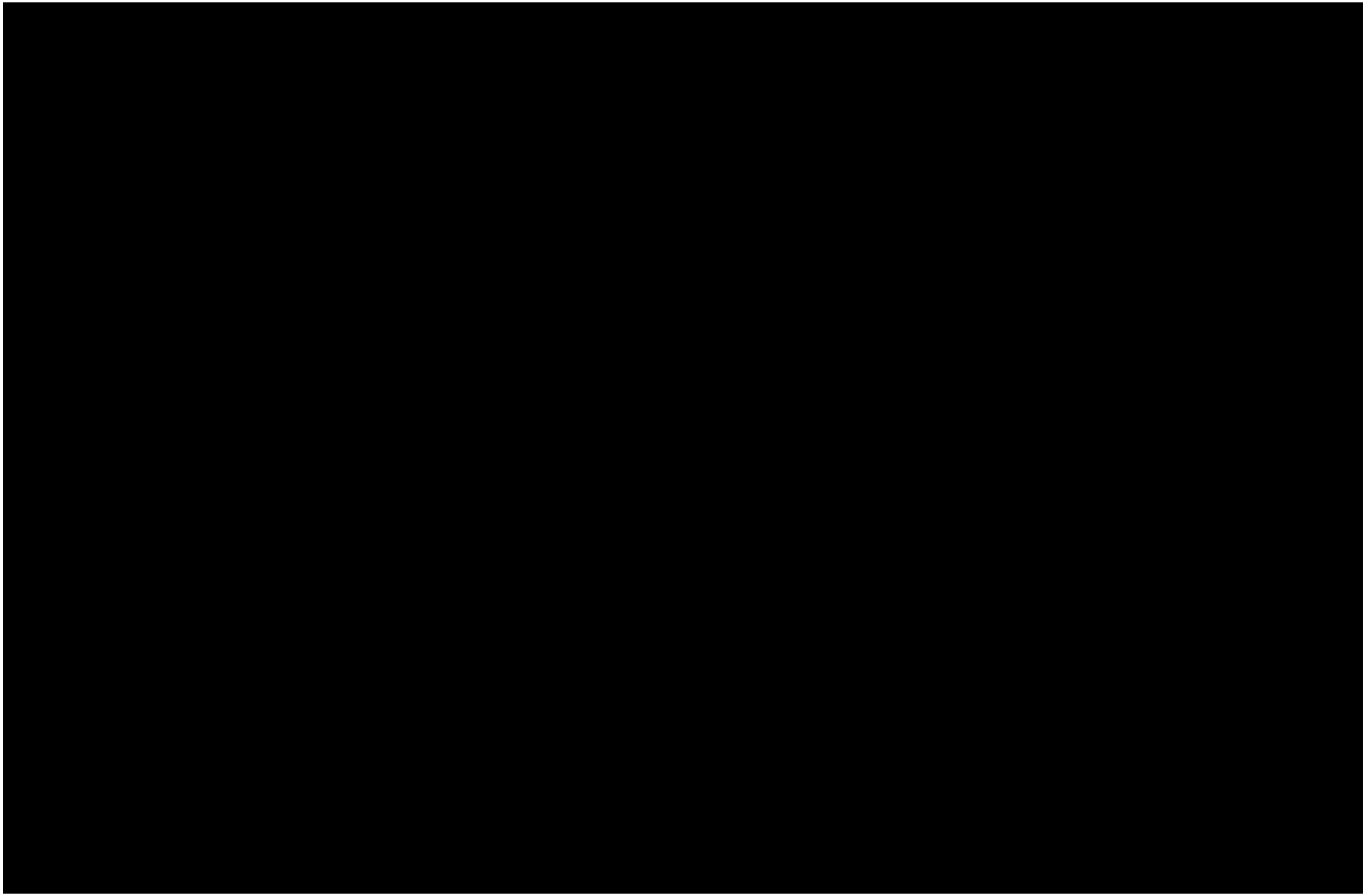
What is an Effective Pay Plan?
Also Known As, “Tips for Gaining Approval.”

Pay Decision Guidelines...Base Pay

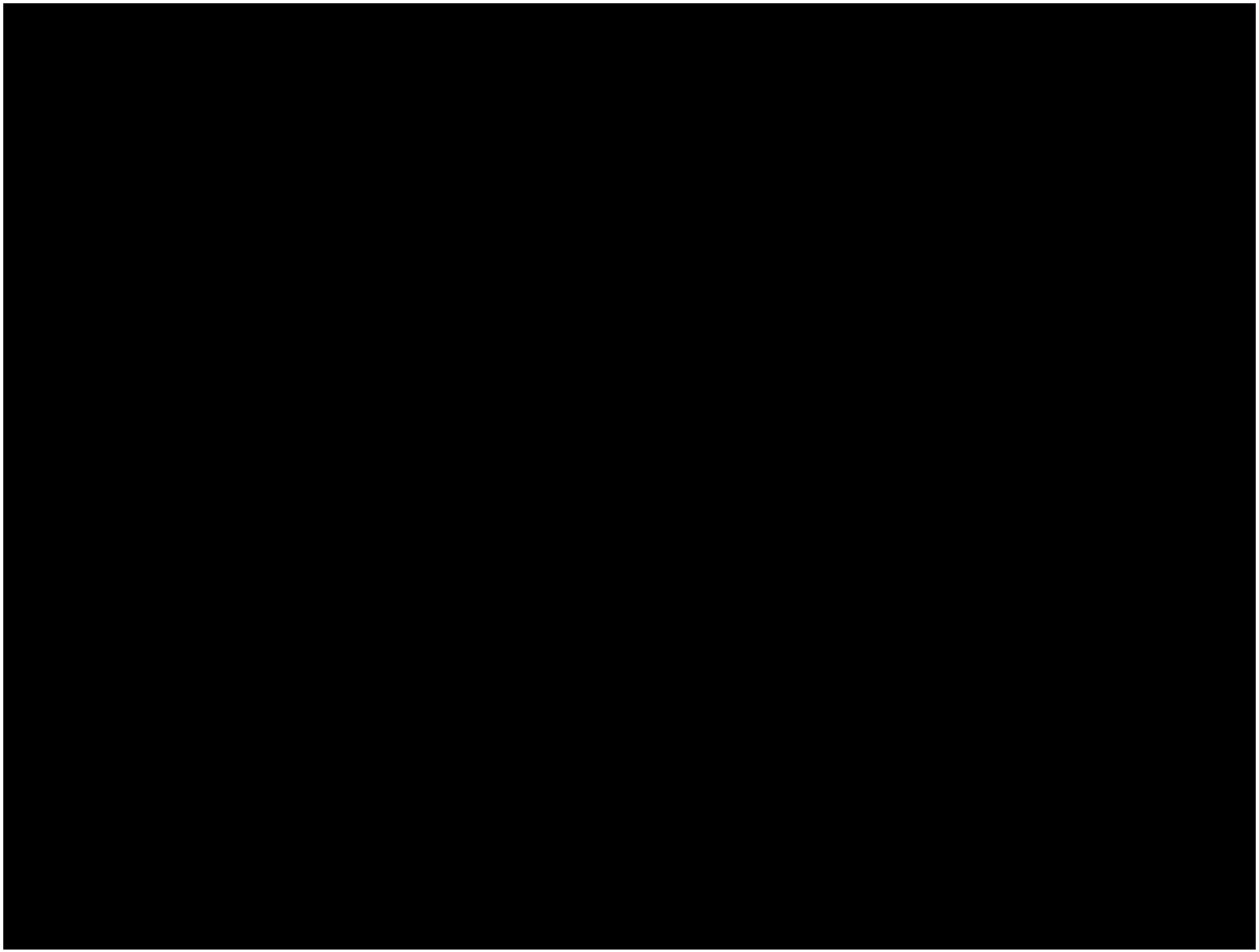
FY04 IPI - Variable Compensation Logic

Pay Decision Guidelines – IPI Bonus Award





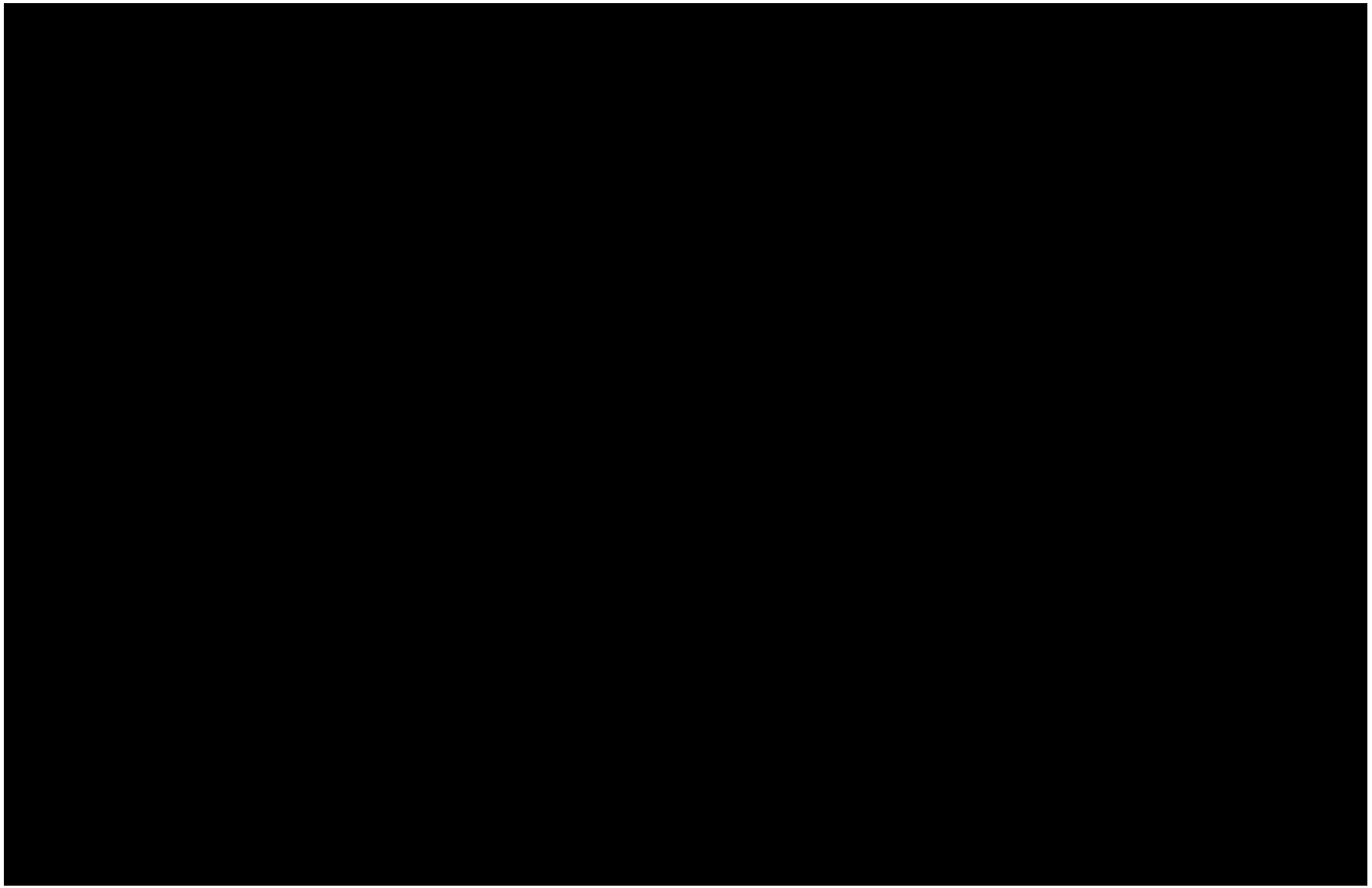
Pay Decision Process Checklist



Stock Options Focal Review

How It Works…

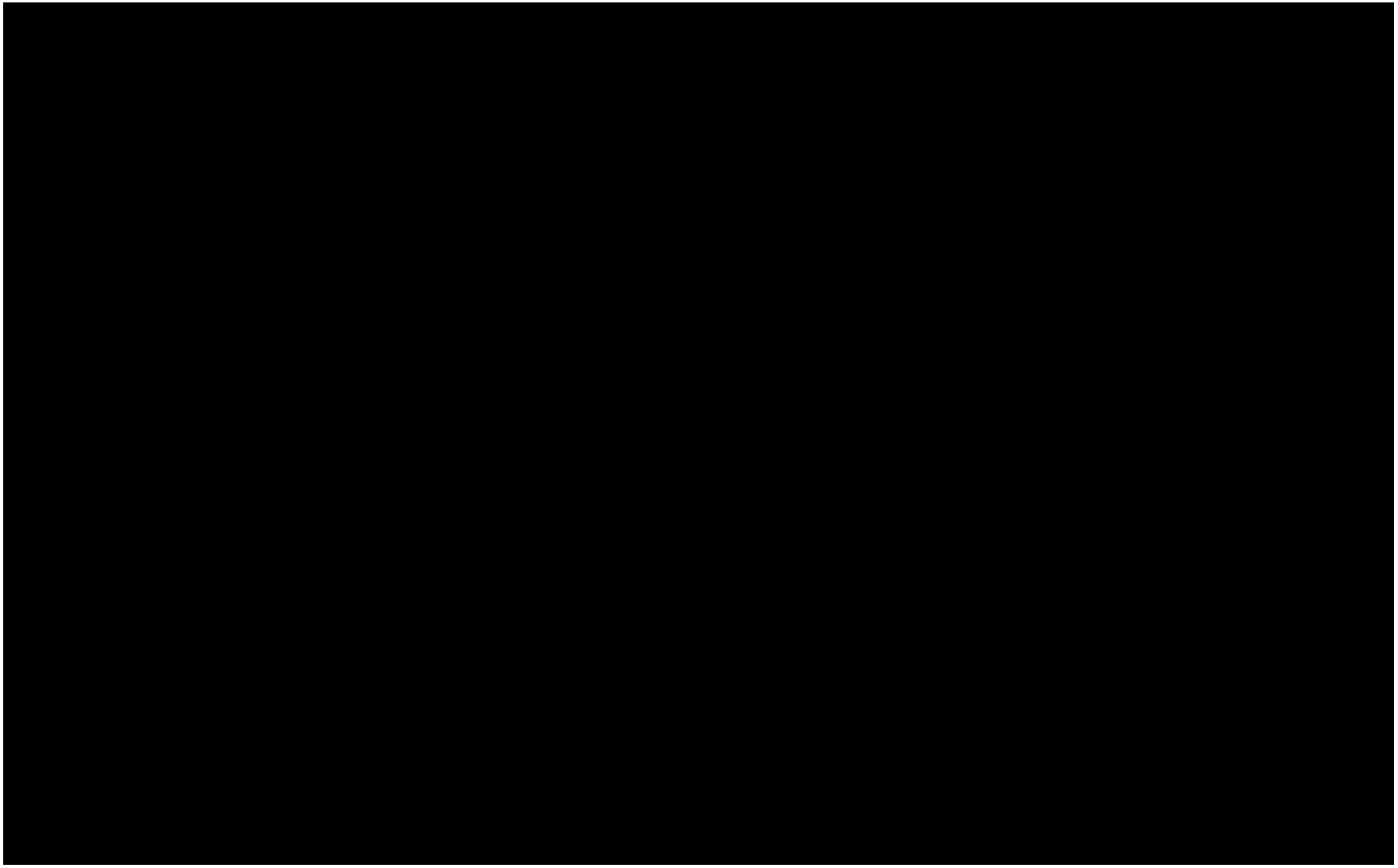
How it Works...



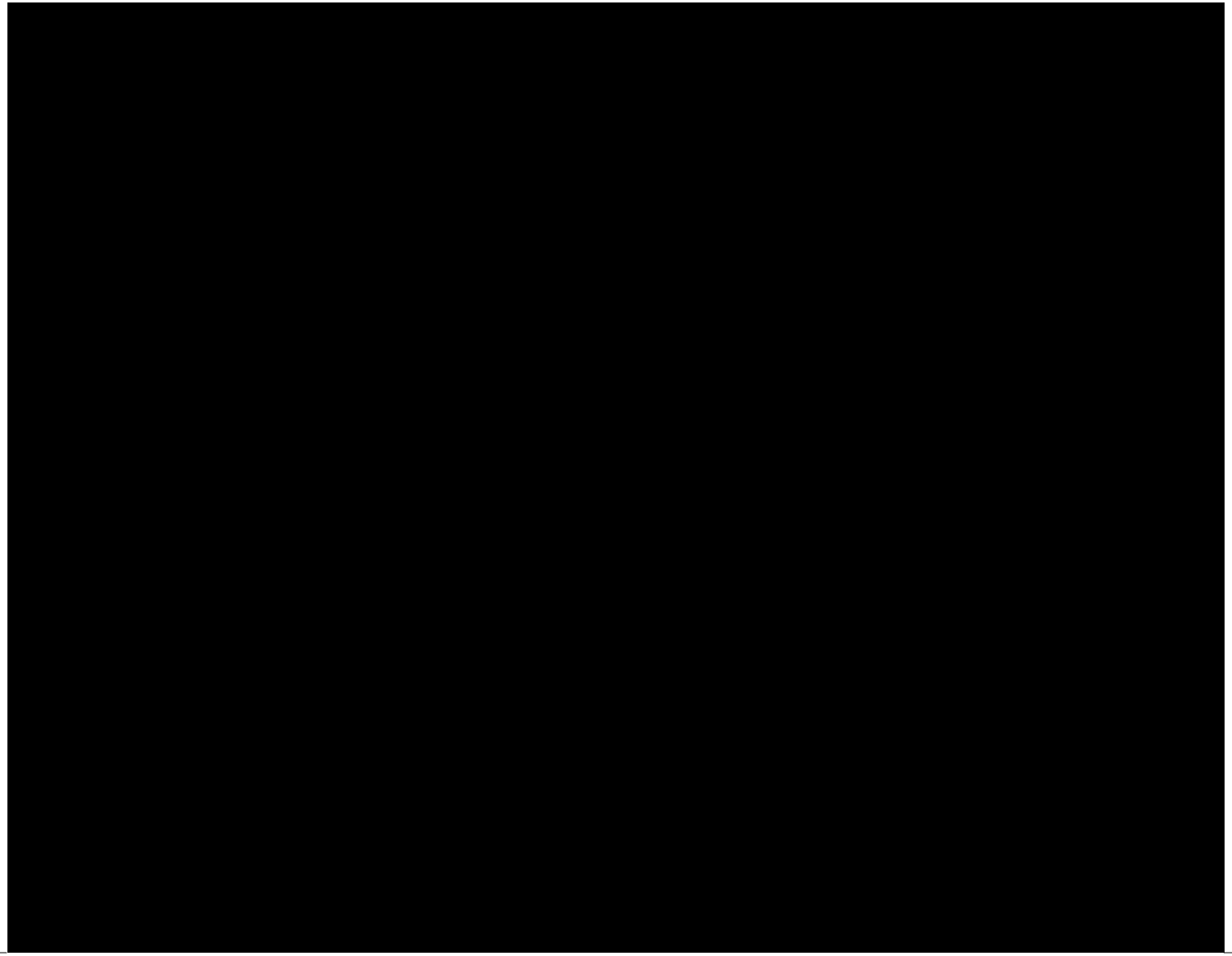
Projected "9-Blocker" for 2004 Stock Options Grant

(Confidential – Not for Distribution)

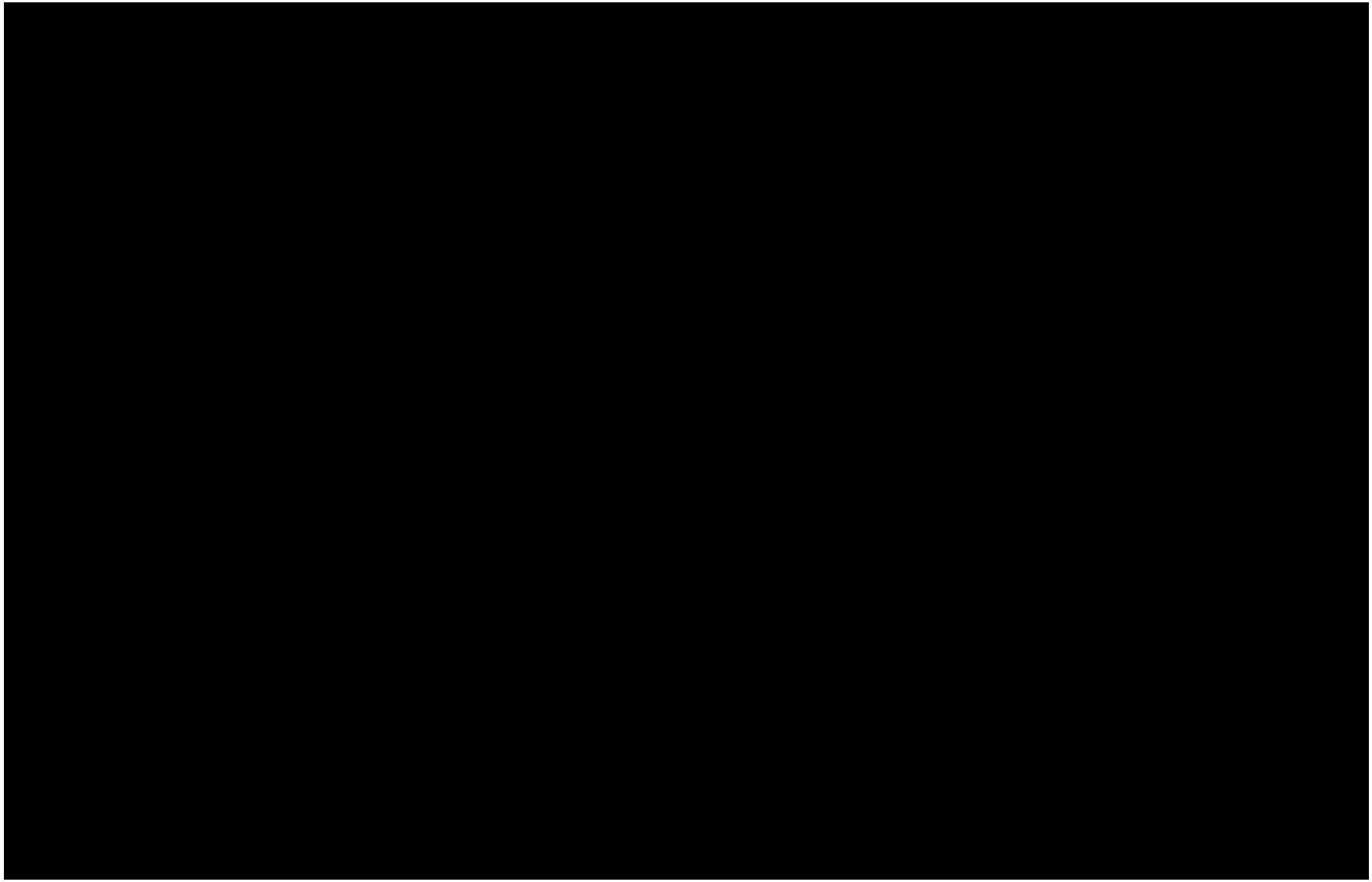
Guidelines...An Example



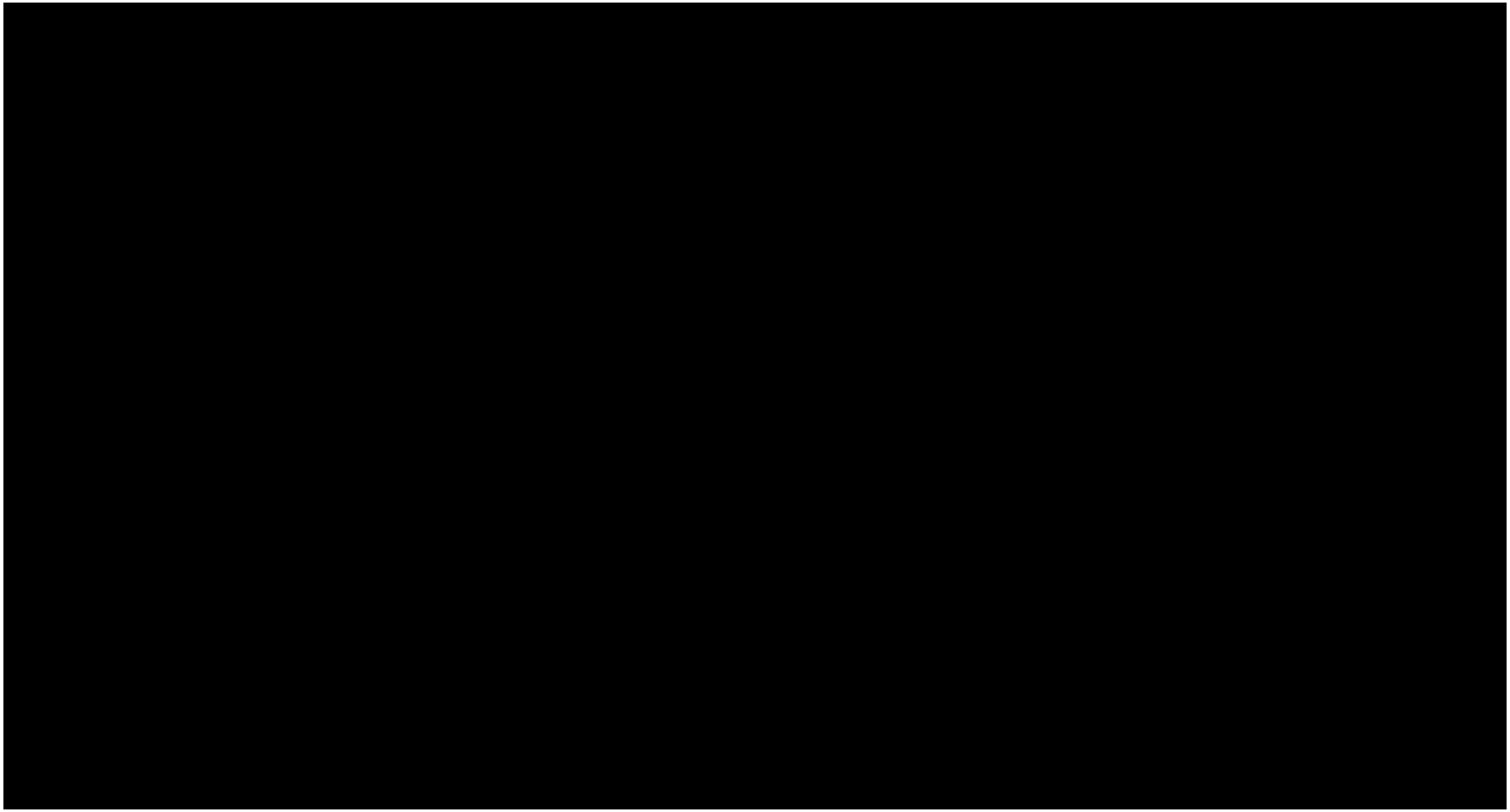
Focal Guidelines...An Example for Jan Doe



Other Considerations

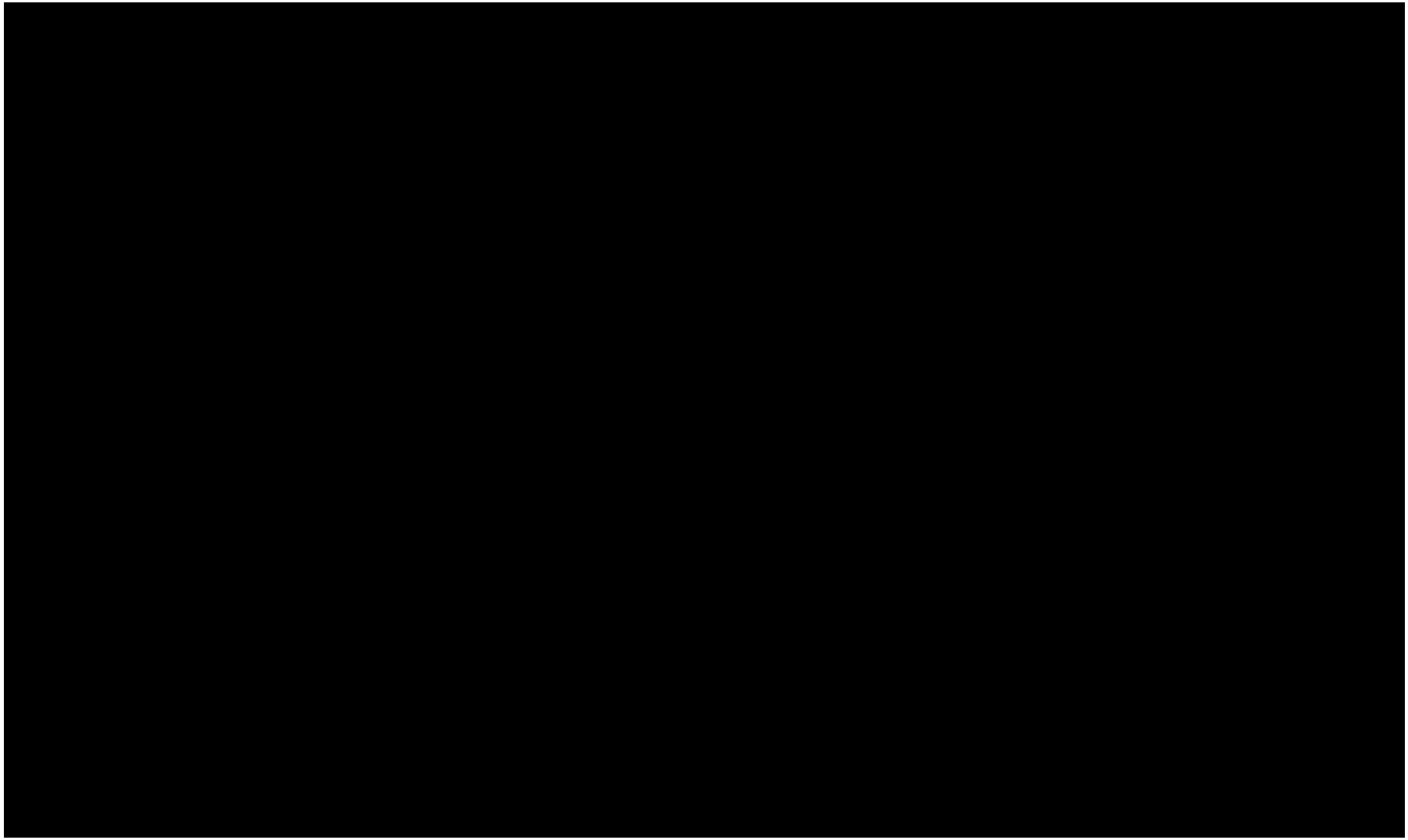


A Reminder…Role of Manager – New Hires



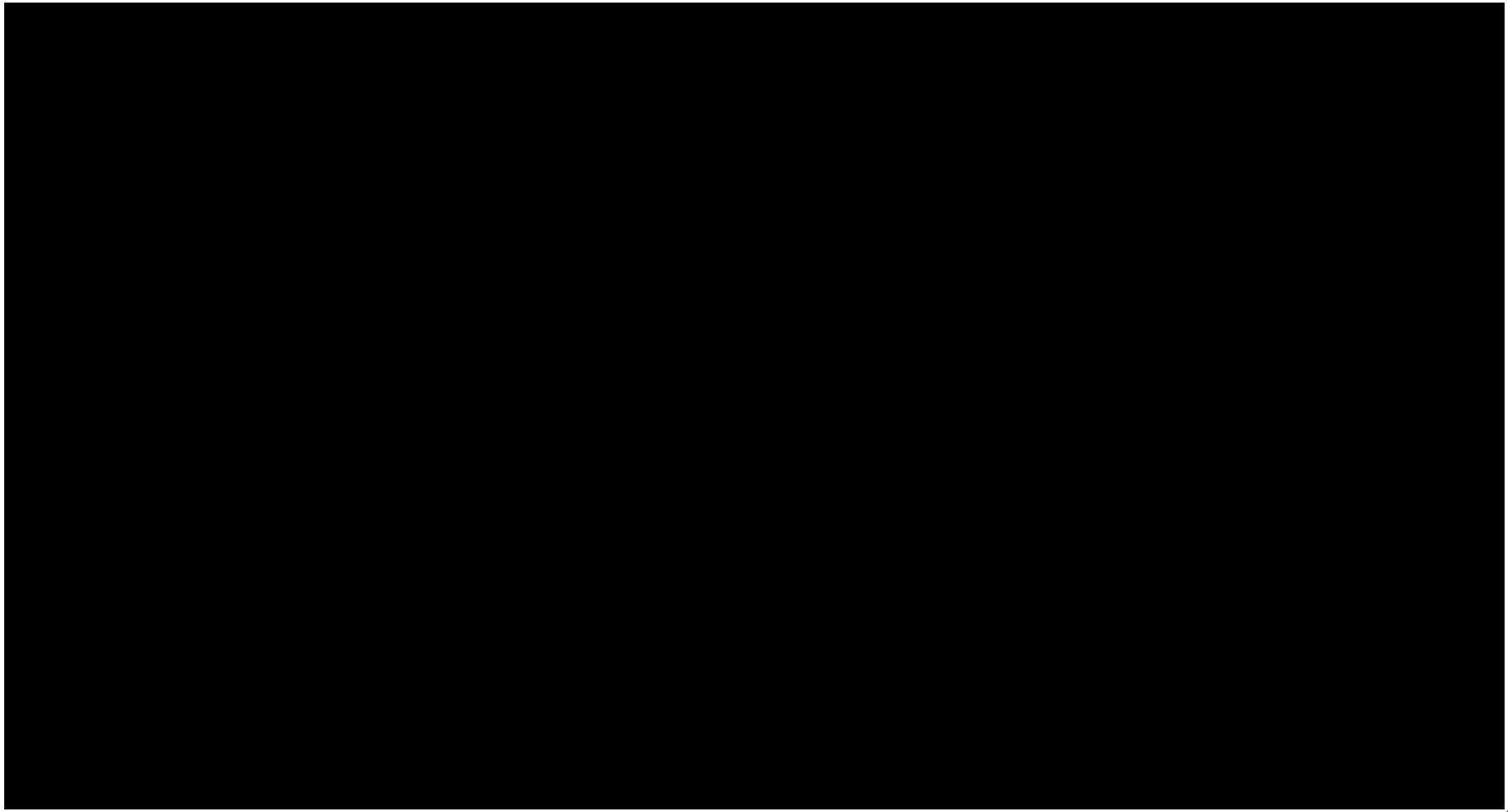
The Pay Decision Tool (PDT) ...A Quick Intro

PDT Roll-up Calendar



The Pay Decision Tool

- **Web-based Pay application…enables modeling and recommendations for the following actions:**



Eligibility

Training Resources

- **On-line reference document available through the Manager's Toolbox: http://home.intuit.com/hr/pm/pay_decisions/instructions.pdf**

Logging In

To access the Pay Decision Tool:

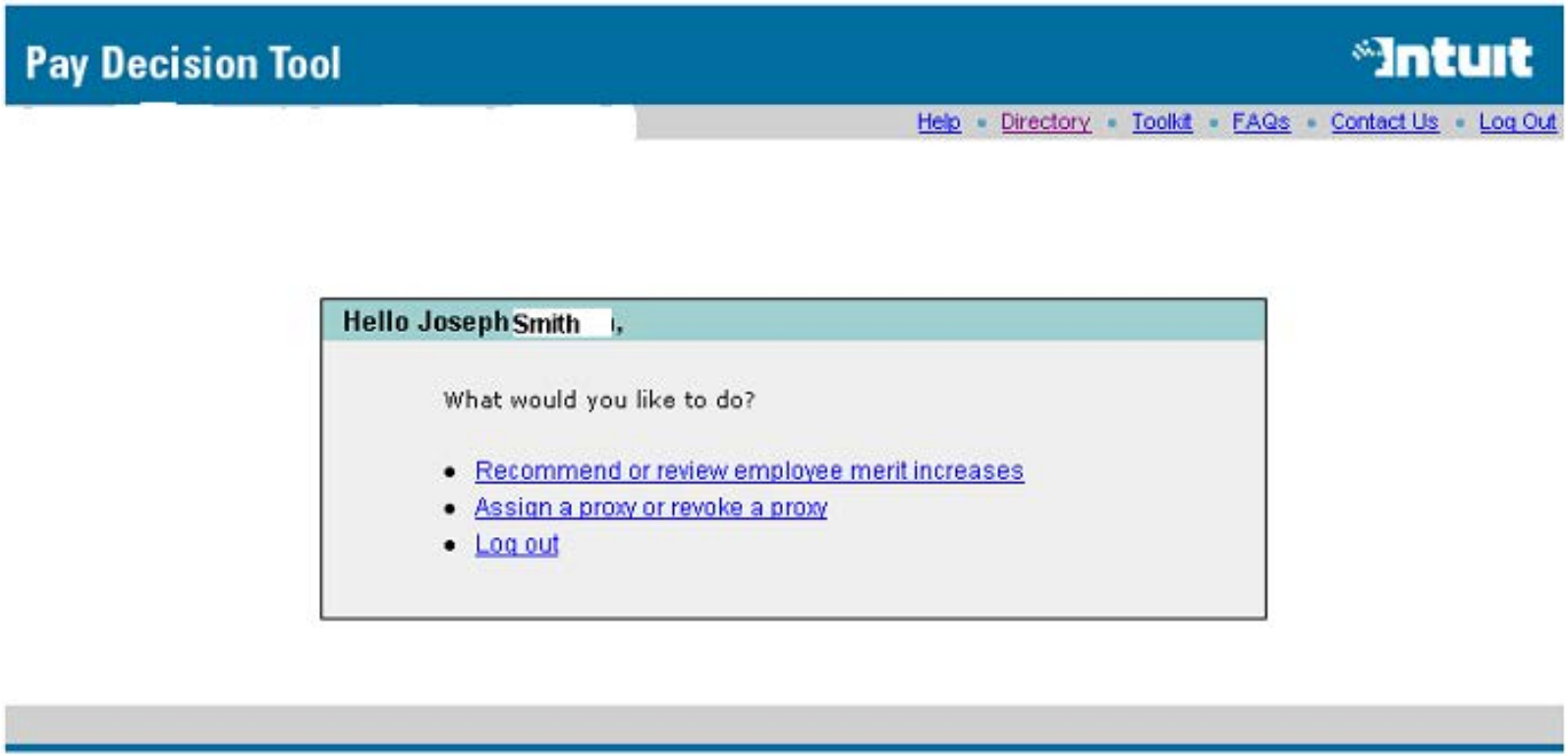
1. **The PDT can only be used in Internet Explorer 5.x and higher. To determine the version, open Internet Explorer, click on Help, click on About Internet Explorer and confirm your version is 5.0 or higher. If not, please call your local help desk.**
2. **Start Internet Explorer**
3. **Enter https://pdt.intuit.com**
   The system will automatically open another browser without the standard Navigation Bar. The following screen will appear once the Web site is reached.

4. **Click Login to enter the Pay Decision Tool.**

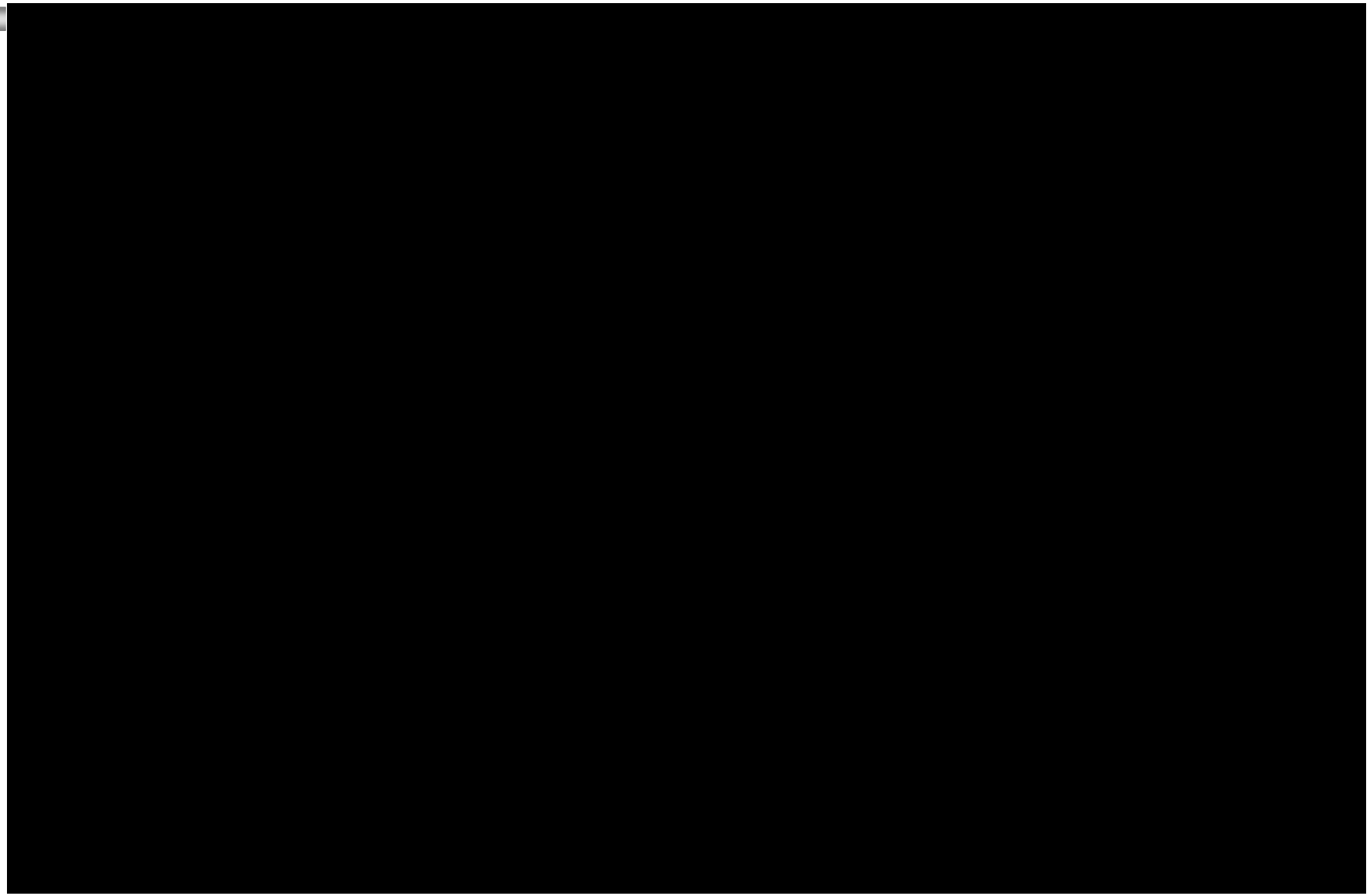
Log On

Pay Decision Tool

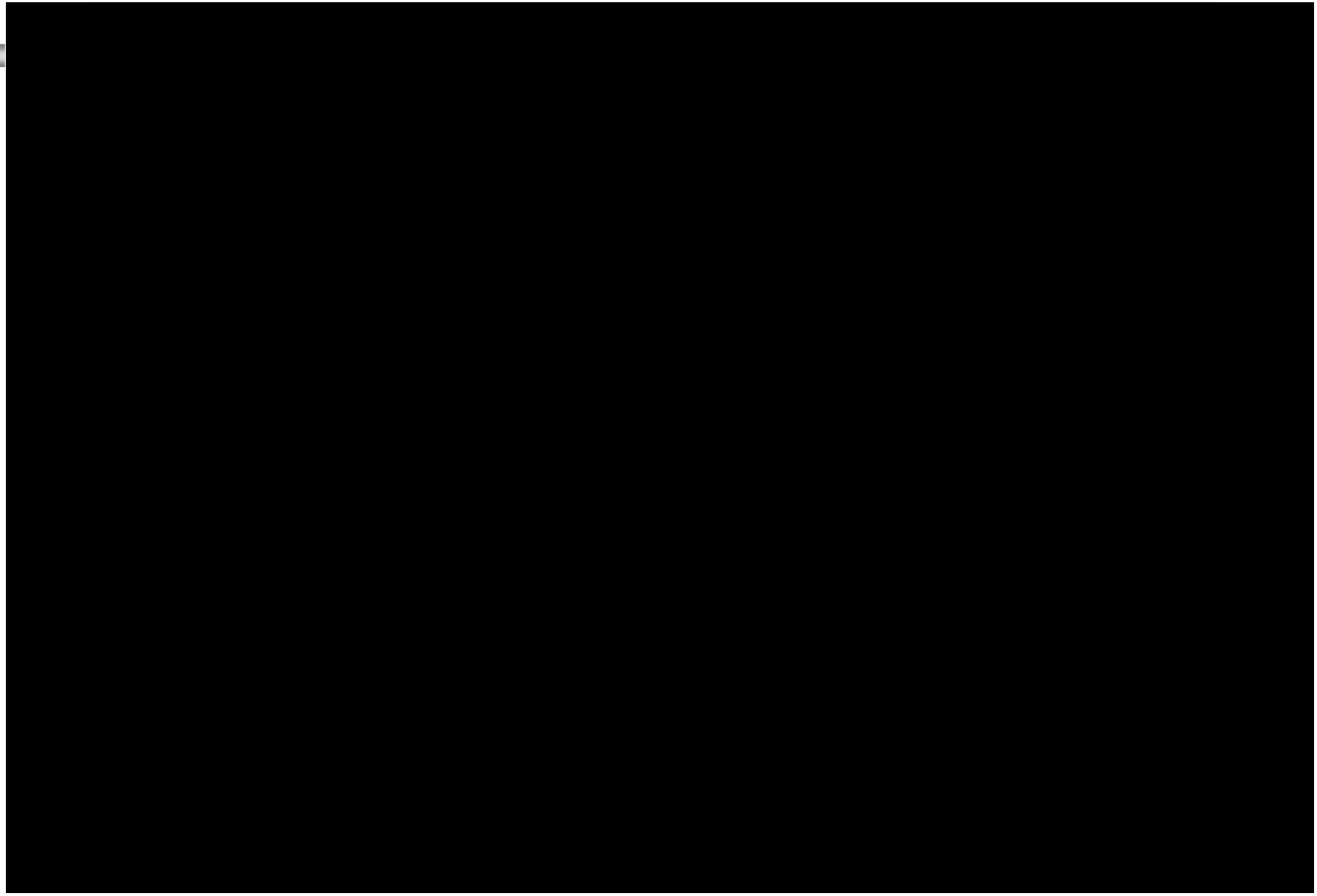
Log On

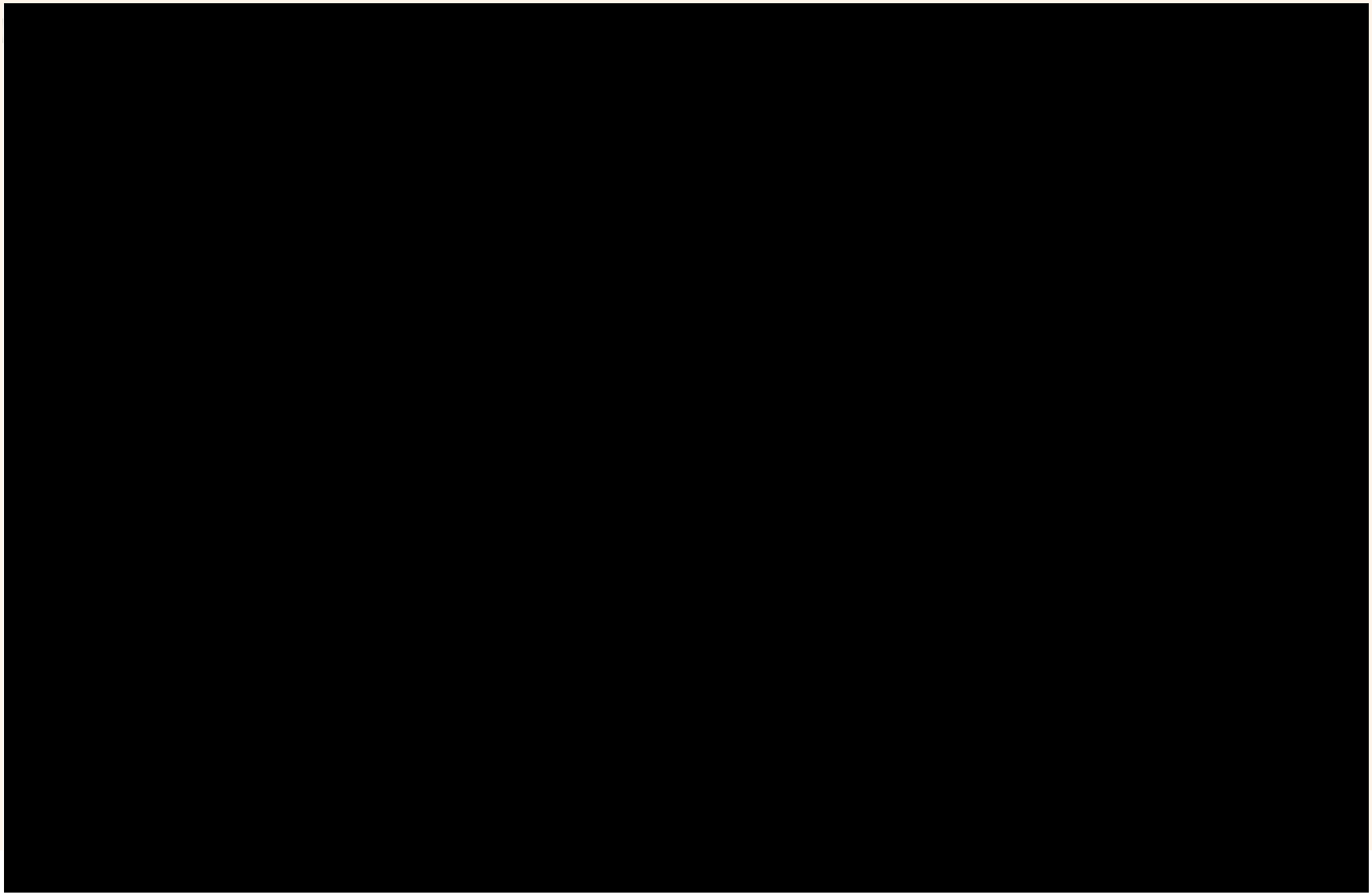

Pay Decision Tool
Intuit
Help • Directory • Toolkit • FAQs • Contact Us • Log Out
Hello Joseph Smith ,
What would you like to do?
Recommend or review employee merit increases
Assign a proxy or revoke a proxy
Log out

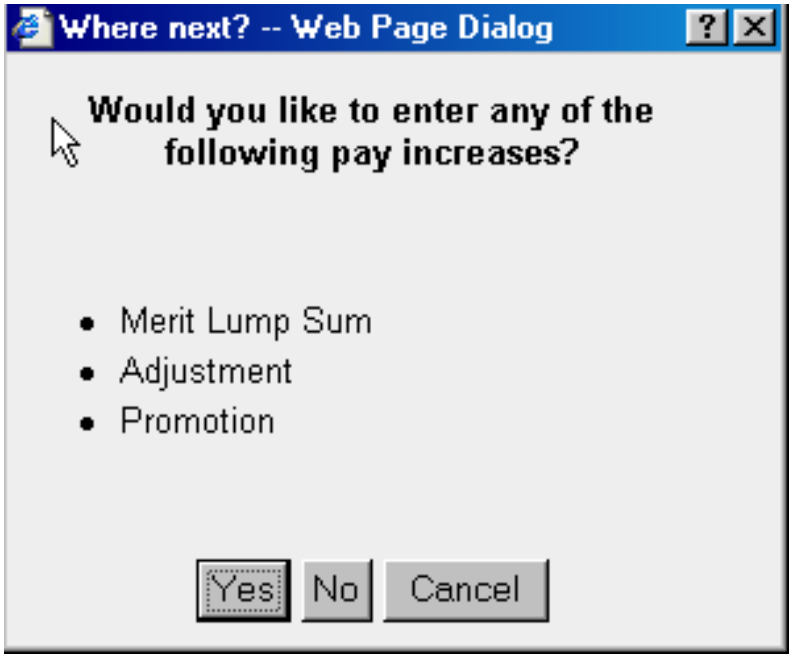
Summary for **James Smith**

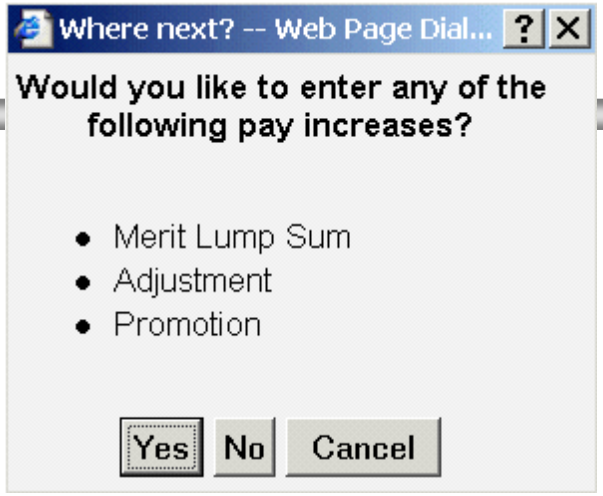


Individual Worksheet for **Gregory Jones**






Where next? -- Web Page Dialog
Would you like to enter any of the following pay increases?
Merit Lump Sum
Adjustment
Promotion
Yes
No
Cancel


Where next? -- Web Page Dial...
Would you like to enter any of the following pay increases?
Merit Lump Sum
Adjustment
Promotion
Yes
No
Cancel

< Back Save Review >

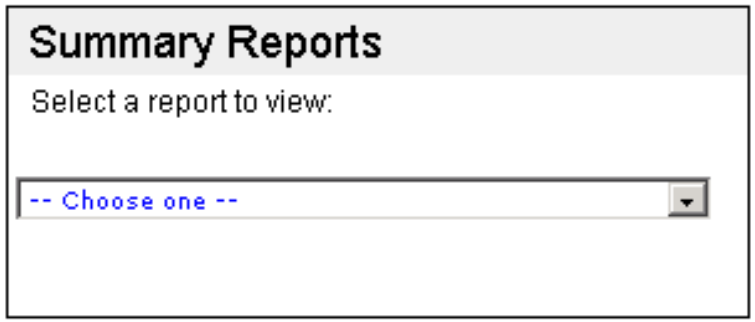
Reports – Individual Worksheet

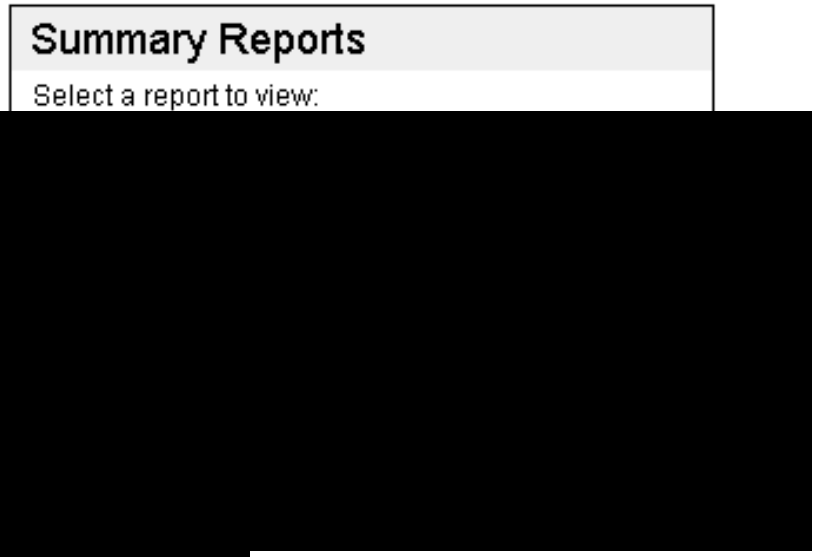
Reports – Individual Worksheet

Pay for Performance – Available in August

Print

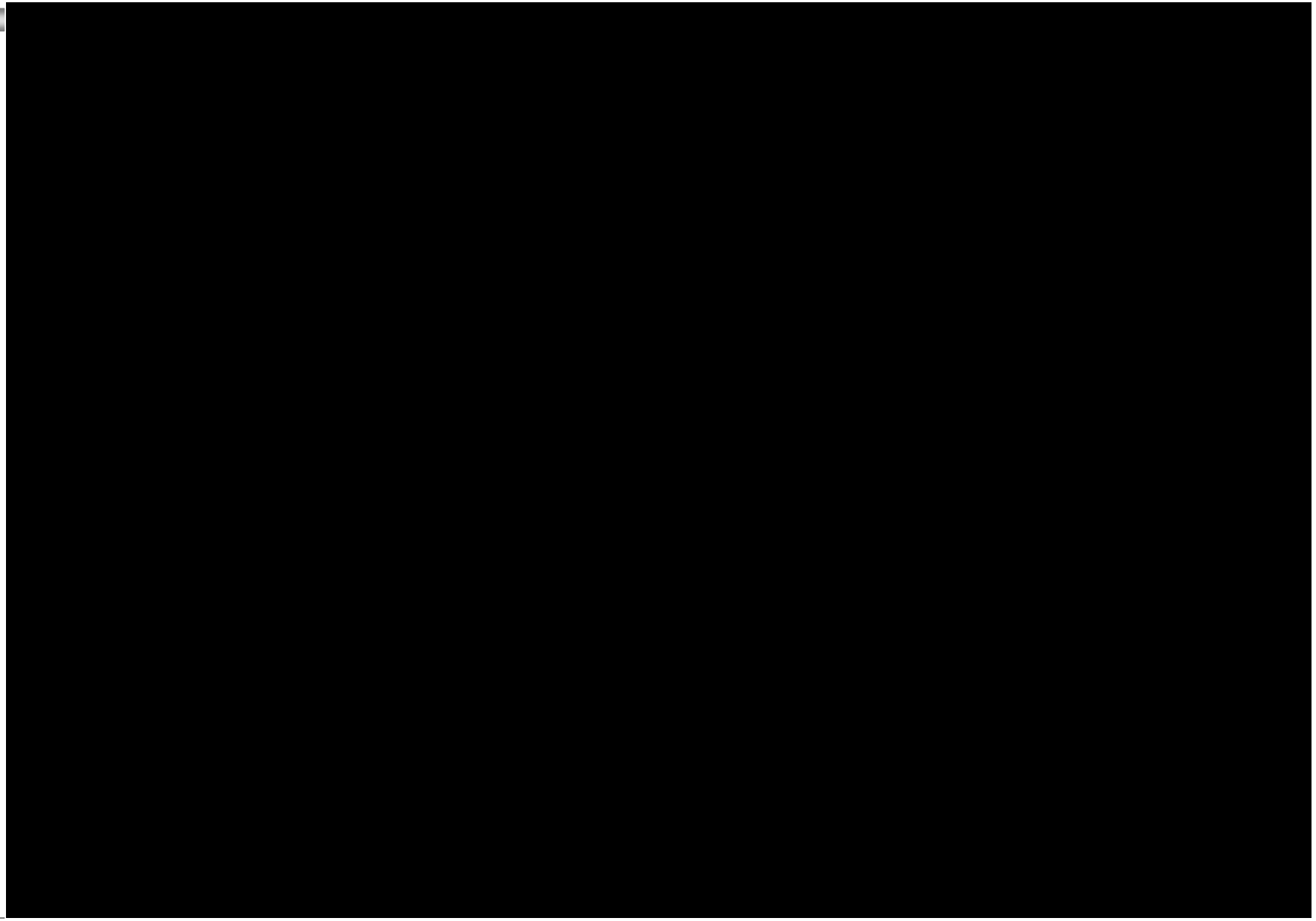
Reports – Manager Summary Screen





Report - Examples

Submit Review

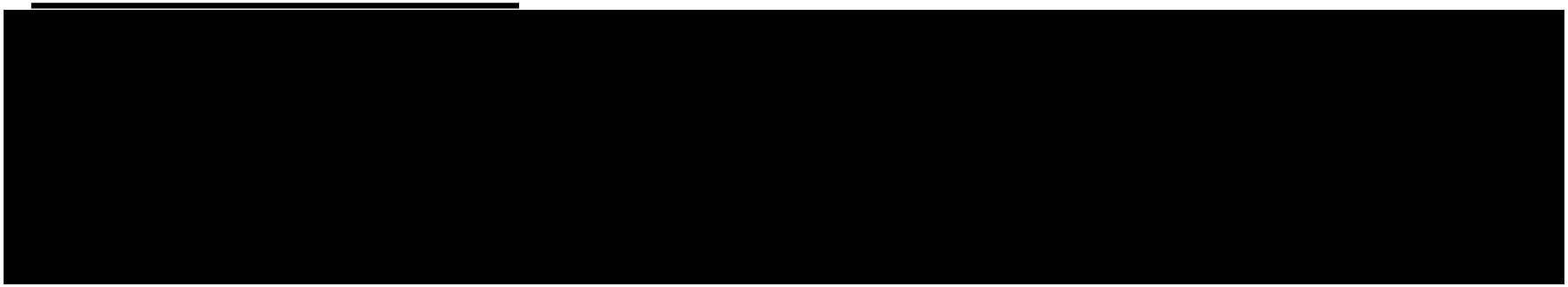


Accept – Reject Review

Stock Options Focal Review

A Quick Intro to The Tool

Access to the Tool



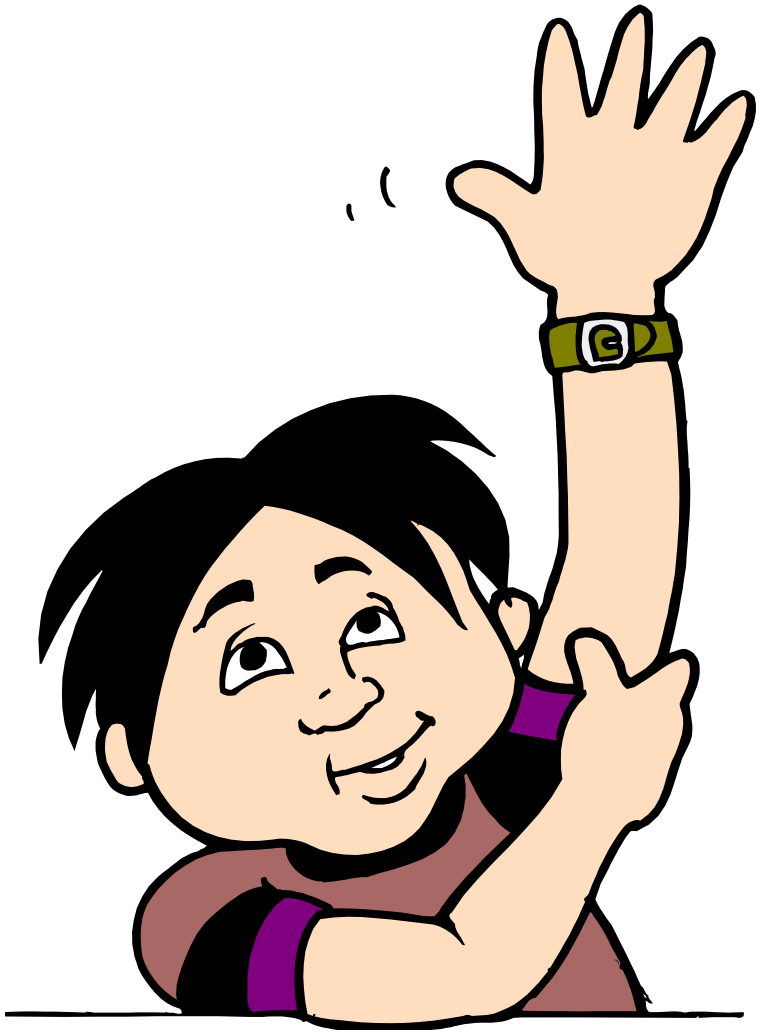
Reports

Focal Pay Decisions and Options Timeline

Stock Tool – Manager Summary Screen

Stock Tool – Grant or Revoke Access

Stock Tool – Recommend Options

Questions?

- **Refer to training materials – hard copy or online via the PDT**
- **Process or PDT question? – Call AccessHR in Tucson at 1-3333 or via email at AccessHR@intuit.com (For PC or directory questions contact your local Help Desk)**
- **Performance management question? – Via website at http://home.intuit.com/hr/pm**
- **Pay-for-performance question? – Contact your HR team**
- ***Stock Options – Your HR Leader or the Compensation Team***